



# Public Reporting of Equity Measures

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# Equitable Access to Effective Educators

- ▶ NCLB requires states have plans to ensure schools provide instruction by highly qualified instructional staff and to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers.
- ▶ Currently, 99.70% of all courses in Kentucky are taught by highly qualified teachers. – EPSB 2013–2014
- ▶ USED required all states to submit new plans. The equity plan focuses on the equitable distribution of effective teachers for all students. Kentucky's plan, "Equitable Access to Effective Educators Plan for Kentucky" has been submitted to and approved by the USDOE and can be found on the Kentucky Department of Education website [here](#).

# Equity Plan – Required Components

1. **Consultation** with stakeholders regarding the plan
2. **Identification** of equity gaps
  - ▶ High New Teacher Turnover
  - ▶ High Teacher Turnover in High Needs Schools
3. **Root Cause Analysis** of identified equity gaps
  - ▶ Working Conditions
  - ▶ Teacher and Principal Preparation
  - ▶ Recruitment and Hiring Practices
  - ▶ Perception of the Profession (lack of career ladder opportunities)

# Equity Plan – Required Components

## 4. Strategies to eliminate identified equity gaps

- ▶ Recruitment, Hiring and Placement
- ▶ Ongoing Job–Embedded Professional Learning
- ▶ Evaluation of Educators
- ▶ Retention

## 5. Measures to evaluate progress

- ▶ Working Conditions
- ▶ Overall Teacher and Principal Effectiveness
- ▶ Teacher and Principal Growth Rating
- ▶ Total percent of 1<sup>st</sup> year and KTIP teachers in all schools
- ▶ Teacher Retention

# Equity Plan – Required Components

## 6. Publicly report on progress

- ▶ District/School Report Card
- ▶ Comprehensive District and School Improvement Plans (CDIPs & CSIPs)

# School Report Card – Equity Tab

- ▶ New tab for the 2014–15 reporting year
- ▶ Found in the Learning Environment Section of School Report Card
- ▶ Provides information about educator characteristics and workplace environment
- ▶ Equity percentage available at school, district and state level.

# Equity

## *Contains five separate measurements*

Students

Teachers

Technology

Community

Safety

Programs

Equity

### Equity

*Ensuring Excellent Educators for All.*

Hello

Equity Measure			School	District	State
Working Conditions**	Managing Student Conduct	Strongly Agree/Agree	73.3%	81.5%	84.4%
	Community Engagement and Support	Strongly Agree/Agree	70.6%	80.4%	85.2%
	School Leadership	Strongly Agree/Agree	83.4%	87.7%	87.1%
Overall Effectiveness of School Teachers and Leaders**		Exemplary/Accomplished	N/A	99.0%	93.0%
Overall Student Growth Rating of Teachers and Leaders**		High/Expected	N/A	100.0%	95.0%
Percentage of new and Kentucky Teacher Internship Program (KTIP) teachers			8.6%	6.7%	7.3%
Percentage of teacher turnover****		School-Level	26.7%	16.7%	17.3%

# Working Conditions

- ▶ Results of three constructs around teacher retention and student achievement. Kentucky uses the Teaching, Empowering, Leading and Learning (TELL) as the survey for working conditions

Equity Measure			School	District	State
Working Conditions*	Managing Student Conduct	Strongly Agree/Agree	73.3%	81.5%	84.4%
	Community Engagement and Support	Strongly Agree/Agree	70.6%	80.4%	85.2%
	School Leadership	Strongly Agree/Agree	83.4%	87.7%	87.1%



# Overall Effectiveness of Teachers and Leaders

- ▶ The percentage of teachers and leaders in a school that receive an Overall Performance Category rating of Accomplished or Exemplary aggregated to the district and state levels.

Equity Measure		School	District	State
Overall Effectiveness of School Teachers and Leaders**	Exemplary/Accomplished	N/A	99.0%	93.0%

# Overall Student Growth Rating of Teachers and Leaders

- ▶ The percentage of teachers and leaders in a school that receive an Overall Student Growth rating of Expected or High aggregated to the district and state levels. The overall student growth rating is determined by district defined decision rules to combine local and state (if available) contributions.

Equity Measure		School	District	State
Overall Student Growth Rating of Teachers and Leaders**	High/Expected	N/A	100.0%	95.0%

# Percentage of New and KTIP Teachers

- ▶ Total percent of first year and KTIP teachers in the school, district or state. Includes those teachers that did not teach in KY the previous year and all KTIP teachers.

Equity Measure	School	District	State
Percentage of new and Kentucky Teacher Internship Program (KTIP) teachers	8.6%	6.7%	7.3%

# Percentage of Teacher Turnover

- ▶ The proportion of teachers that left teaching in a school.

Equity Measure		School	District	State
Percentage of teacher turnover***	School-Level	26.7%	16.7%	17.3%

# Teacher Turnover Details Report

- ▶ Infinite Campus Custom Report which shows the raw data used to calculate the Teacher Turnover rate for a school.
  - KY State Reporting > KDE Reports > Teacher Turnover Details
- ▶ Quick Reference Card with more information about the report can be found on the KDE website.
  - KDE Home page > District/School Support > Technology > Kentucky Student Information System (KSIS) > KSIS Other Information
  - In the State Reporting Quick Reference Guide, scroll down to the Teacher Turnover report

[http://education.ky.gov/districts/tech/sis/Documents/IC\\_CustomRpt\\_TeacherTurnoverDetail.pdf](http://education.ky.gov/districts/tech/sis/Documents/IC_CustomRpt_TeacherTurnoverDetail.pdf)

# Additional Support and Resources

- ▶ *Equitable Access to Effective Educators web page*

*From the KDE home page, choose Teacher/Leaders from the gray box on the left of the page. Navigate down to Equitable Access to Effective Educators. This page will be the home of the KDE Equity Plan, resources, and upcoming trainings.*

<http://education.ky.gov/teachers/Pages/Educator-Equity.aspx>

- ▶ *Sessions at the Continuous Improvement Summit*
- ▶ *Regional Trainings in October*
- ▶ *Guidance for CDIP and CSIP plans which must contain Equity solutions by December 2015*

# Contacts:

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*Equity Measures – Federal Requirements*
- ▶ Shale Detwiler – [shale.detwiler@education.ky.gov](mailto:shale.detwiler@education.ky.gov)  
*Turnover Calculation and Infinite Campus Reports*

# Questions